

Gender



Report 2021

Sleepeeze welcomes the legislation requiring organisations with over 250 employees to report their gender pay gap annually. We've put this report together to illustrate the data published on the GOV.UK website.

## Our Commitment

At Sleepzee, we seek to be a company whose workforce reflects the customers we provide and the societies within which we operate by aiming for **gender inclusion** and a culture that champions inclusion and is **simple, personal and fair**, throughout our company.

Under laws, welcomed by Sleepzee, all businesses within the UK with 250 or more employees are required to share their percentage of female employees & the difference in average pay between male & females.

At Sleepzee we know that our workforce is our greatest strength and we are fortunate to have a hugely talented and committed team, with equal opportunity given to everyone, both in joining our business and prospering thereafter. Because of this our commitment to women's empowerment is led from the very top of the organisation and is felt in every aspect of our business.

We are a responsible business, creating a thriving workplace, where our people are supported to achieve their ambitions and fulfil their true potential. Our commitment is to be a truly inclusive organisation reflective of our customers, where each colleague has a voice through their personal identity and past experiences.

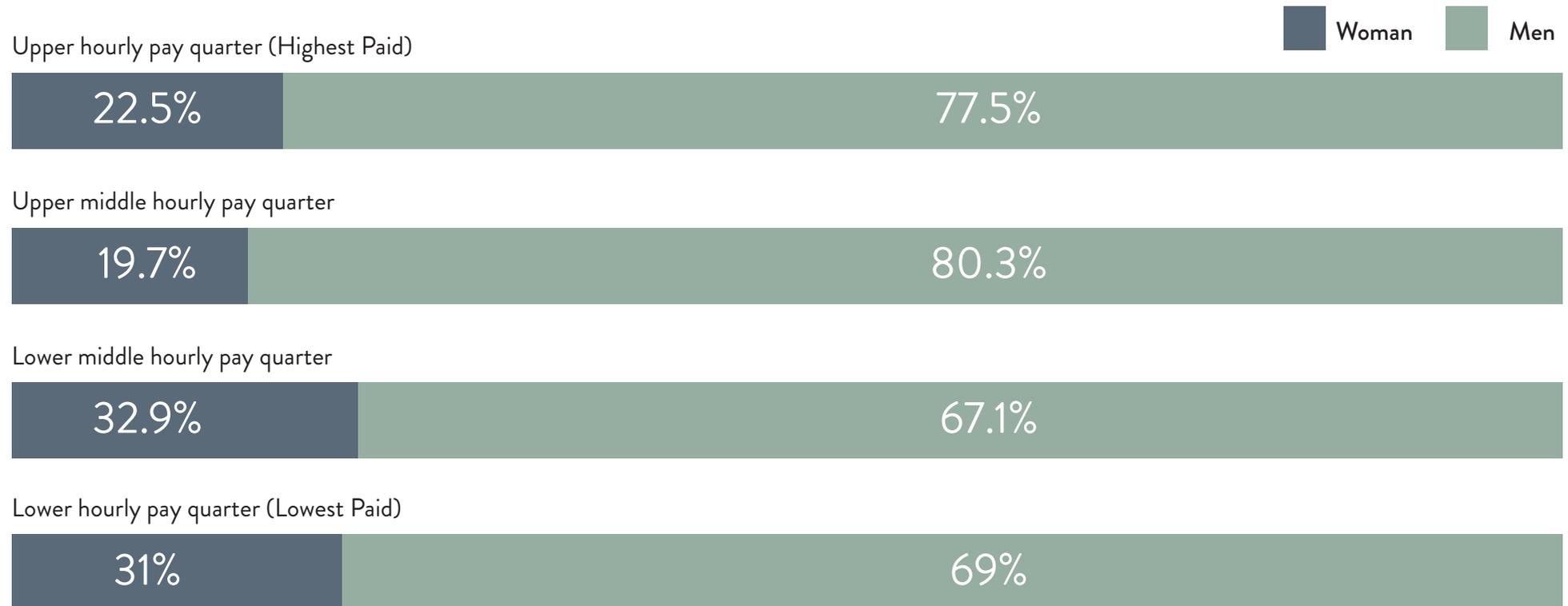
In 2020 we have built on the progress of the last two years. The pay gap has continued to narrow as we implement our gender pay action plan. These results are welcome, but we acknowledge that there is still more work to be done.



# Sleepzee's UK Gender Pay Gap Report

We employ around 300 people in the UK. Despite considerable efforts to recruit an equal number of males and females in our workforce, there are nearly twice as many men as women working for us in total. The gender pay gap at Sleepzee unlike many other companies - is mainly a consequence of the fact that fewer women occupy lower level job roles relative to the wider workforce.

For the reasons highlighted above, when our employees are ranked in order of total pay and segmented into four groups of an equal number in hourly pay, our male to female ratios are biased towards males.



# Sleepzee's UK Gender Pay Gap Report

It is important to know that the Gender Pay Gap is not the same as Equal Pay.

In terms of Gender Pay Gap statistics, the mean pay is the average total pay, expressed as an hourly rate, and the median pay is the pay of the middle person if employees are ranked in order of total pay.

At Sleepzee our female staff earn 96p for every £1 that men earn when comparing median hourly wages. Their median hourly wage is 3.8% lower than men's, this is down on the previous year where median hourly wage was 0.1% higher than men's.

When comparing mean hourly wages, our female staff's mean hourly wage is 14.6% lower than men's.



# Sleepzee's UK Gender Pay Gap Report

Of our 300 employees, all of them have the opportunity to receive a performance related bonus or commission, the latter relating to our Employees that fall under our Sales division. Given that bonus and commission pay is performance related, not everybody had earned a bonus at the reporting date, with 9% of our female staff earning a bonus and 11.1% of males.

This is an increase on last year were 2.9% of our female staff earned a bonus, this is something we are looking to continue to grow as our company progresses. In this organisation, women earn £1.25 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 25.3% higher than men's.

When comparing mean bonus pay, women's mean bonus pay is 58.4% lower than men's.



## *Moving Forward*

We continue to make progress to improve our gender diversity but we know there is still more work to do. We recognise that different parts of our business require different actions. That is why moving forward we are focusing on empowering our staff.

We continue to be fully committed to ensuring that we develop our staff to ensure they reach their full potential, irrespective of their gender.

Over the past year, we have reviewed our recruitment practices and training, and this has resulted in attracting and retaining more females within our business, in particular within our Marketing and Sales departments, as we look to offer more flexible working conditions. We also continue to offer both guidance and support to females wishing to progress their career.

We will also continue to coach and develop our staff to ensure that every employee has an opportunity to be 'the best they can be' and reach their full potential. This will ensure we can continue to offer the best levels of remuneration at every level in the business and in doing so continue to attract the best talent in the industry.



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